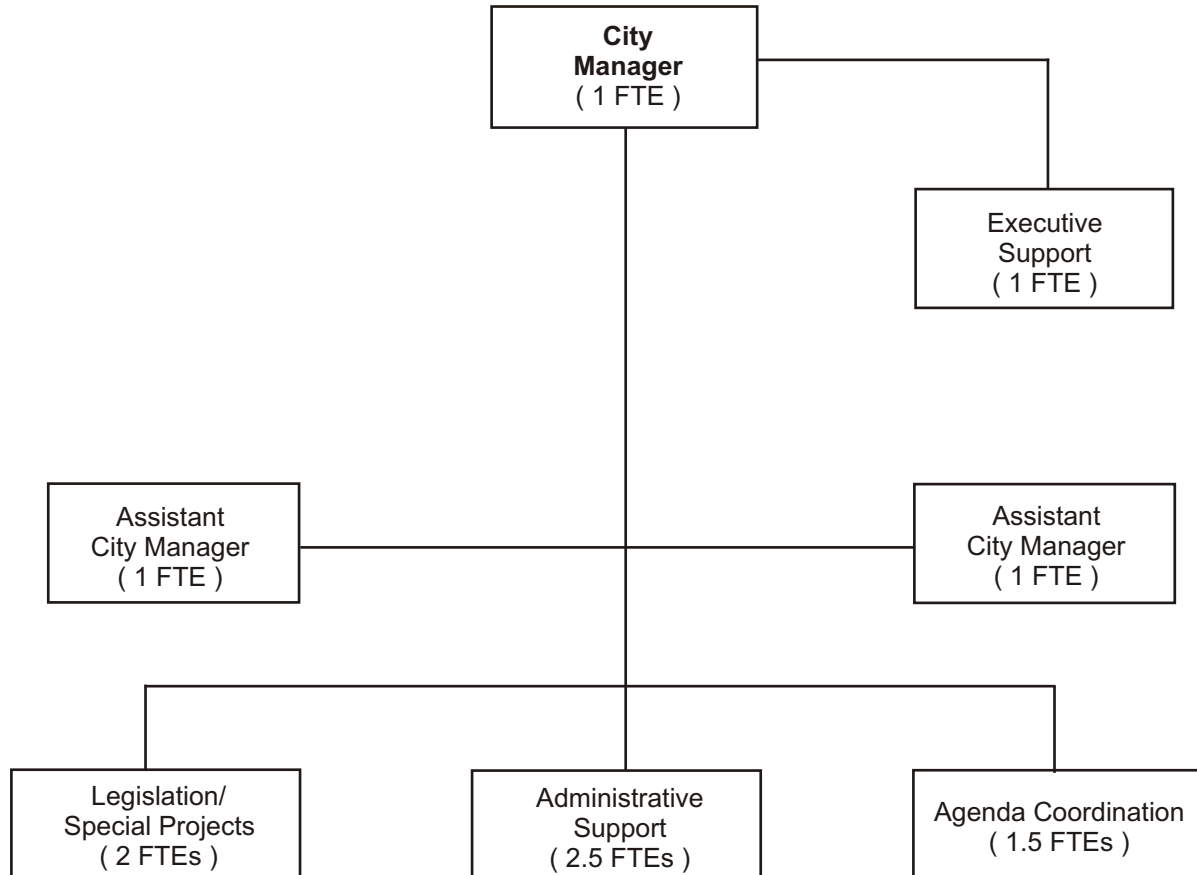




City Managers Office

(10 FTEs)



CITY MANAGER

The City Manager's Office provides professional recommendations to the City Council and implements policies and programs adopted by the City Council. This office provides leadership and overall direction for the organization and encourages employees of Durham to achieve the highest standards of efficiency, effectiveness, ethics, and community involvement.

RESOURCE ALLOCATION

| | Actual FY 2000-01 | Adopted FY 2001-02 | Estimated FY 2001-02 | Adopted FY 2002-03 | Change |
|-----------------------------|----------------------|-----------------------|-------------------------|-----------------------|---------|
| Appropriations | | | | | |
| Personal Services | \$ 784,622 | \$ 876,315 | \$ 961,061 | \$ 899,005 | 2.6% |
| Operating | 210,453 | 37,206 | 110,207 | 70,806 | 90.3% |
| Total Appropriations | \$ 995,075 | \$ 913,521 | \$ 1,071,268 | \$ 969,811 | 6.2% |
| Nondepartmental: | | | | | |
| Grants and Special Projects | \$ 205,591 | \$ 89,625 | \$ 121,196 | \$ - | -100.0% |
| Seven Stars Campaign | - | 2,000 | 2,130 | - | -100.0% |
| | 205,591 | 91,625 | 123,326 | - | -100.0% |
| Full Time Equivalents | 11 | 11 | 11 | 10 | (1) |
| Part-time | - | - | - | - | - |
| Revenues | | | | | |
| General Fund | | | | | |
| Discretionary | \$ 1,200,666 | \$ 1,005,146 | \$ 1,194,594 | \$ 969,811 | -3.5% |
| Total Revenues | \$ 1,200,666 | \$ 1,005,146 | \$ 1,194,594 | \$ 969,811 | -3.5% |

INITIATIVES COMPLETED FOR FY 2001-2002

- Successfully filled key leadership positions within City Government, including:
 - Office of Economic and Employment Development Director
 - Human Relations Director
 - Two Assistant City Managers
 - Property and Facilities Management Director
- Completed Contract Review Process
- Restructured Department of Audit Services (formerly Internal Audit Department) and implemented a new, improved auditing process; hired new director
- Began infrastructure improvements for downtown street realignment
- Continued progress on major downtown projects, including American Tobacco, Liggett Development and Parrish Street
- Defined responsibilities in partnership with the Housing Authority for HOPE VI
- Completed Managed Competition Review and formed committee to assess appropriate projects
- Began successful CityTalks series to enhance employee communications
- Restructured Lyon Park agreement for successful outcomes
- Implemented new agenda process to accommodate downsized Council
- Held first of series of Community Meetings with key business leaders

MAJOR INITIATIVES FOR FY 2002-2003

- Restructure City governmental services/departmental operations to improve efficiency, beginning with the Housing Department
- Appoint a Police Chief
- Host North Carolina League of Municipalities Conference
- Begin revitalization efforts for Barnes Street and Northeast Central Durham areas
- Adopt new Pay for Performance Compensation Plan
- Evaluate and implement recommendations from the Organizational Climate Survey to ensure our people resources and organization systems support excellent service delivery for both internal and external constituencies
- Develop and implement organizational values that create efficient and effective customer service delivery for our residents
- Implement 3-1-1 concept of citizen assistance, information and communication in specific City departments
- Restructure Finance, Purchasing and Budget functions to achieve more efficiencies starting with re-engineering purchasing and contracts process, followed by enhancing our financial systems through improved technology
- Develop and implement training programs at all levels of the organizations in order to promote employee development, organizational capacity, and succession management.